

MINUTES OF A RECONVENED MEETING
OF THE UNIVERSITY SENATE, TUESDAY,
May 16, 1961

The University Senate reconvened on Tuesday, May 16, 1961, in the Faculty Conference Room, President Carroll presiding.

The first order of business was the report of the nominating committee. It was recommended by the nominating committee that the Senate Executive Committee consisting of

Fred Salisbury Tupper (Engl), Chairman
Thomas McPherson Brown (Med.)
James Forrester Davison (Law)
Charles Joseph Kokoski (Pharm.)
Robert Aaron Hechtman (Engr.)

be reelected for one year. On motion made, seconded, and carried the committee was reelected unanimously for a one-year term.

It was further suggested by the nominating committee that hereafter at least two members of the Executive Committee be elected for a period of two years in order to insure continuity from year to year. After some discussion regarding the possible need for an amendment to the constitution of the Senate, it was decided that this recommendation be referred to next year's nominating committee for consideration.

The second item on the agenda was the report of the Committee on Administrative Matters. Mr. Bowman, Chairman, presented it on behalf of the committee. Motion was then made that the Senate recommend that Executive Officers (or their equivalents) be informed of the disposition of recommendations which they make for the appointment of assistants, teaching fellows etc. It was not seconded. After general discussion, it was decided that such procedures should be left to the Administration.

The recommendation that the title of the Executive Officer be changed to Chairman was discussed at length and President Carroll suggested that the matter be reviewed by the Administration and a report given to the Senate at a future time. Provost Colclough then volunteered to undertake the assignment.

On the subject of secretarial help for professors, the President stated that a start had been made.

Regarding financial assistance for faculty members to attend the meetings of their professional societies, President Carroll stated that great progress in this area had been made in recent years. He suggested that the faculties try to schedule their calendars in such a way that they would be able to attend national meetings of societies when they are held in the Washington area. He also said that preference in allocating available funds would have to go to those who are delivering scholarly papers.

The subject of better communications between schools, departments, faculty and administration was discussed. President Carroll expressed his belief that the Senate meetings were contributing greatly to this and further stated that he hoped to get representative groups of faculty members to meet with members of the Board of Trustees.

The appended list of subjects referred to other committees by the Committee on Administrative Matters was discussed briefly.

The report of the Committee on Appointments, Salaries and Promotions Policies was then presented by Mr. Roderic Davison, Chairman. After general discussion, it was moved that the Senate go on record as recommending the adoption of a plan of major medical insurance as soon as possible. The motion was seconded and passed unanimously.

The second phase of this report "Undergraduate College Tuition for Faculty Children" was discussed. It was moved, seconded, and unanimously carried that the University Senate recommend through the President to the Board of Trustees, a University policy of undergraduate tuition scholarships at George Washington for children of full-time tenure members of the faculty and staff of instruction and for children of those members not having tenure who have completed at least four years' full-time service at the University. All scholarship holders must be full-time students. It was recommended that children of professors emeriti or of deceased full-time members of the faculty be included.

The report of the Committee on Professional Ethics and Academic Freedom was then presented on behalf of that committee by Mr. Gray, Chairman. The first section of this report listed under arabic (1.) (See attached) was discussed at length, but owing to the lateness of the submission to the University Senate and the limited time for study at the present time, it was moved, seconded and carried that the matter be tabled. Mr. Gray then stated that inasmuch as the section listed under arabic (2.) was contingent upon the first section, he would not discuss it at this time but would prefer to wait until the entire report might be considered as an entity.

The report of the Athletics Committee was presented on behalf of the committee by Mr. Perros, Chairman. After some discussion of this report, it was decided that owing to the fact that the University Senate had not had an opportunity to study the report, the entire report be re-examined by the Senate Committee on University Objectives, working in collaboration with the Athletics Committee, with an eye to a joint report as soon as possible.

Mr. Tupper then announced that the next scheduled meeting of the University would be in October.

President Carroll stated that any action required between now and then would be taken up with the Senate Executive Committee.

The meeting adjourned at 5:10 p.m.

Frederick R. Houser
Frederick R. Houser
Secretary of the Faculties

SENATE ATHLETIC COMMITTEE REPORT

TO: Professor Tupper, *Chairman exec com*
FROM: Theodore Perros, *Chairman ath*
SUBJECT: Report of the Senate Athletic Committee

The Senate Athletic Committee has reviewed the subject of athletics at the University. The emphasis was placed upon intercollegiate and intramural athletics.

1. Intercollegiate Athletics - In 1956, a faculty committee was appointed by former President Marvin to respond to a number of questions submitted by the Middle States Accrediting Association. These dealt with the University's participation in intercollegiate athletics. During the committee's deliberations, it was deemed important to prepare a statement which expressed the philosophy and policy of The George Washington University toward intercollegiate athletics. This statement was written by the committee, approved by the administration and accepted by the Middle States Accrediting Association as a representation of a position that was sound in terms of the total university program. A copy of this statement is attached to this report.

The Senate Committee finds that the present and projected University intercollegiate athletic program is consonant with this statement. The support of this program by the administration is well in line with those of the member institutions of the Southern Conference. The entire approach appears to be a sensible and reasonable one.

2. Intramural Athletics

A. Men - The men's intramural program is an impressive one particularly if it is measured against the conditions under which these activities are carried on. Eight hundred and ninety-three individual students participated in intramural events. Surprisingly, the largest number of participants in team activities comes from the School of Medicine. Competitions are held for all sports and the winners receive individual or team awards.

Although the number of participants has risen steadily, it has become increasingly difficult to enlarge the program due to a lack of available facilities. If additional dormitory space were to be provided in the near future, the problem would become more pressing in accommodating the students who would want to participate.

The need for an activities building has become patently evident, but it must take its place in the overall university planning. The committee understands that the administration is wholly sympathetic to this matter and is actively following a plan whose goal is the construction of an activities building.

B. Women - The women's intramural program is smaller in scope than the men's but their extramural program is extensive. This has been one consequence of a lack of available facilities. Although a new gymnasium has been build for women, it has alleviated but not eliminated the basic need for additional space.

A STATEMENT ON INTERCOLLEGIATE ATHLETICS

by the

FACULTY COMMITTEE ON INTERCOLLEGIATE ATHLETICS

I. Why This Statement? - The principal task of the Faculty Committee on Intercollegiate Athletics during the past year has been to study and respond to the twenty recommendations dealing with intercollegiate athletics contained in the report of the Accreditation Commission of the Middle States Association. This has been done; each recommendation has received a specific reply. However, as it worked the committee began to feel that it could better make itself understood by commenting broadly on the twenty recommendations and by presenting its own philosophy on this subject.

A reading of the two shows that the committee endorses the philosophy of the Middle States report in part and rejects it in part.

II. Non-Controversial Elements - The controversy which surrounds much of intercollegiate athletics tends to obscure the ~~psaitive~~ positive elements in such a program upon which widespread agreement could be obtained. It seems helpful, though, to point these out before moving on to the controversial areas.

To begin with, Universities may be legitimately concerned with the improvement of bodies as well as minds. This is shown by the requirements for physical education for all students, the intramural programs for all who wish to participate, the facilities offered to students who want to use them informally. (Unfortunately, we are sadly lacking in this last respect.) Intercollegiate competition as such is desirable too. This is simply a matter of giving the "better" students in each school the advantages which flow from stiffer competition than they could get within their own school.

In addition, in this country the school teams have become tangible symbols of the institution as a whole. Students, faculty, alumni and friends of the school identify themselves with the team although they may know none of the individual players and may have no wish or ability to play the game themselves. Kept within bounds, this is desirable, but it has been frequently abused.

III. Criticisms of the Conduct of Intercollegiate Athletics at The George Washington University; the Philosophy Behind Them - The twenty recommendations contained in the Middle States report boil down to four basic criticisms: (1) the failure to clarify the University's objectives in intercollegiate athletics, (2) the failure to establish procedures which would forestall possible abuses in the handling of athletic scholarships, (3) the application to athletes of standards differing in a number

of respects from those applied to other students, (4) the disproportionate allocation of funds to athletes in contrast to non-athletes.

These criticisms all reflect a concept of intercollegiate athletics as just another extra-curricular activity, equated, perhaps, with the debate team or the school newspaper and deserving neither more nor less emphasis and support than those activities. This represents an ideal for any college or university and a goal toward which all faculty members and administrators might yearn. It, unfortunately, is a concept applied in only a handful of American universities or colleges today. The committee believes that this view ignores, or discards as irrelevant, factors which must be taken into consideration.

IV. Factors Influencing the Committee's Attitudes

A. Applicable to Any American College or University

1. The History of Intercollegiate Athletics

Intercollegiate athletics is nearly a hundred years old; George Washington University began to participate before 1900. This committee, then, does not write on a clean slate, it deals with a system already in existence, a system with its evils but also with its values. The large body of practices and attitudes developed during the past must be taken into consideration although they should not be decisive. (It must be conceded, however, that these are not uniform practices or attitudes. On the contrary, the pattern is that of a wide range of differing opinions and actions in which any set of attitudes can find company.)

Part of the history of intercollegiate athletics is composed of attempts at reform. The academic world has not been entirely comfortable with intercollegiate athletics for a long time. The words "amateur" and "scholarship" have quite different connotations in theory and in practice. Competition for good players has led to extremes of bidding in various forms for their enrollment (services). These difficulties have been attacked through various "codes", resolutions, admonitions, sanctions applied to offenders, etc., but practices of the type criticized in the Middle States report have persisted in varying degrees among most American schools.

2. The Limited Role of Any Single School

By definition, intercollegiate athletics involves more than one school. This University's teams may compete with teams from as many as fifty different schools in the course of a single year. The practices and attitudes of competing schools must be considered. Again, they cannot be decisive.

3. The Role of Public Opinion

Like it or not (and we do not), public opinion plays an important role. In the minds of a large segment of the public (including potential students, their parents, their teachers, and other potential supporters of the school), the image of the school is in a measure a reflection of its portrayal on the sports pages of the daily newspaper. This image influences the attitude of these people toward the school in non-athletic respects and, thus, athletics has an impact on other university objectives in a way and to a degree quite different from other extra-curricular activities. This may be deplored, but it is one of the facts of life and, therefore, it too must be considered, although again, it cannot be decisive.

4. The Need to Make a Respectable Showing

Both from the standpoint of the public image of the school and from the standpoint of the promotion of school spirit within the institution, the teams must make a respectable showing. This is a matter of winning their share of games over the years and of playing "appropriate" competition. Curiously, it may be disreputable to win too much, but it is equally bad to lose too much. Although one may protest that this is irrational, that winning or losing games, races, meets is of no educational significance, it is clear that few schools have found that fielding a regular loser is satisfactory. Either steps are taken to improve the showing of the teams or the level of competition is scaled down or intercollegiate competition is abolished. Each of these has its disadvantages. Some schools have oscillated between different positions. We can think of none that has been content to rest permanently on the dead center of consistently losing teams. (It is perhaps enlightening to note that the much publicized Ivy League de-emphasis is being accomplished only by simultaneous joint action of all member schools. Presumably, each school will continue to win its share of games in "suitable" competition, and the almost complete severing of ties with non-Ivy League schools will, presumably, avoid embarrassing comparisons.)

B. Factors Special to The George Washington University

It seems clear to the committee that there is no single wise approach to intercollegiate athletics. Rather, each institution must formulate its own approach, keeping in mind

the history of athletics at that school, the school's membership, if any, in a conference and the responsibilities which go with that role, the impact of intercollegiate athletics on promotion of the objectives of the school generally, and the measure of a respectable showing for that school. In arriving at this individualized approach to athletics, it is necessary to consider the various possible alternatives and their consequences. Predictions based on many intangibles are involved. Such questions spring to mind as: Who attends the school and why? How can better students be induced to attend? How would abolition of intercollegiate athletics affect the number and caliber of students? What other ways are available for promotion of the school? Obviously the faculty athletic committee is not equipped to cope with these considerations; nor does it wish the responsibility. These determinations must be made in other places and the conclusions reached there are accepted by the committee as final decisions for the particular school. The following two statements of policy have been made by appropriate persons at The George Washington University:

1. It is desirable to further the interest of The George Washington University through a program of intercollegiate athletics.
2. Competition in the Southern Conference, or a like Conference, is the appropriate level for this school.

The committee suggests that these conclusions should be periodically reviewed to determine whether they are still valid.

V. What Is Best for The George Washington University At This Time

A. Competition In The Southern Conference Requires

Subsidization of a Large Group of Student-Athletes

In Southern Conference competition, as presently constituted, it is not possible to rely upon the athletes who might attend The George Washington University for non-athletic reasons. It is necessary to recruit athletes to represent the school in intercollegiate competition and to obtain their attendance by offering them inducements to attend. This is particularly emphasized by the absence of athletic facilities that would normally attract athletically inclined students. In practice, this has meant full tuition scholarships, books, room and board. The committee sees no way to avoid this.

B. The Following Limitations Must Be Imposed on the Conduct
of Intercollegiate Athletics To Assure That It Retains A
Proper Relation to Other University Objectives

1. Only genuine students, i.e., those seeking a degree and making normal progress toward it, may participate in intercollegiate athletics. This is a limitation imposed by the Southern Conference, by the NCAA, and currently observed at The George Washington University.
2. Degrees shall be awarded only to those actually qualified without regard to their athletic stature. This is both a matter of form and of substance. Not only must the necessary number of hours be completed with the necessary quality points, there must be no snap courses to which athletes can repair. There must be no easy grading for athletes, no make-up tests for athletes only, no allowances by the faculty members for the fact of participation in athletics. It is impossible, of course, for the members of the athletic committee to know whether this is strictly complied with. No serious imputations of failing here are made in the Middle States report with the possible exception that it calls for a survey of the program of the Department of Physical Education.
3. The standards and procedures for selection of recipients of athletic scholarships should be clearly stated. Final determinations in individual cases should be made by the faculty scholarship committee. This committee functions independently of other faculty committees and acts on the recommendations from those directly responsible for athletics. In this area former practices were subject to possible abuse, although there is no indication that there was actual abuse. Needed reforms have already been made.
4. A large measure of honesty and frankness is called for in the description of the athletic program. Euphemism should be avoided.
5. A proper perspective should be retained. Those responsible for intercollegiate athletics should not lose sight of the fact that that program is not only an acceptable means to a desirable end.

Neither winning games nor having constantly improving teams is, in itself, a legitimate goal of this educational institution. Thus, it is necessary to remember constantly that the minimum possible consistent with attaining the goal of respectable teams in the competition played - not the maximum which can be squeezed out of a reluctant administration - should be the measure of the concessions, financial and otherwise, to athletics. (It is worth noting at this point that while the Middle States report contained a number of recommendations, it also contained a number of commendations, which, added up, indicate a belief that our present program is a "safe and sane" one in the current picture of universities generally.)

C. It Is Necessary to Recognize the Special Contributions of Athletes to the University and to Make Adjustments Consistent With Those Contributions

The committee believes that intercollegiate athletics is not just another extra-curricular activity; nor are those who participate just other students. They make a unique contribution to the university. We recognize this in the inducements given them to come here. The committee believes that this can legitimately be recognized in other ways, but always subject to the limitations indicated in B-1 and B-2 above. Specifically, we believe that during the season in which a student is involved in long hours of practice requiring both his time and energy in large measure, and frequently requiring that he absent himself from the city - missing classes - on the university's business, it is proper to supply a reasonable amount of tutoring to individuals to whom these handicaps may mean the difference between success and failure. Although this practice was criticized in the Middle States report, we endorse it on the terms mentioned and subject to audit of the actual practices by the faculty committee on athletics. We also endorse the present practice of permitting athletes to stretch a two semester program out over two semester and some summer work. This is done through the device of permitting athletes to take a full load (12 hours) which is actually less than the average number required to finish school in four years and then making up the difference in the summer. Subject to the limitations in B-1 and B-2 above, we can see no serious objection to this and can see advantages to the individual concerned.

TO: Executive Committee, University Senate

FROM: Committee on Professional Ethics and Academic Freedom

DATE: 12 May 1961

The Committee on Professional Ethics and Academic Freedom requests the Senate to authorize and direct it to:

1. Prepare a proposed revision of the existing Code and Ordinances Governing the Academic Personnel of the University in accordance with the following principles:

a. The ad hoc committees provided for by Section IX of the Code as a hearing committee shall be changed to substitute a standing committee, namely, the Senate's Committee on Professional Ethics and Academic Freedom.

(1) This Committee shall in no case prefer charges against an individual faculty member; but, instead, shall hold a formal hearing on such charges after they have been preferred, in writing, by an appropriate member of the administration or by an individual member of the faculty or by the faculty of a department, college, or the university, and after the accused shall have responded in writing and after all appropriate efforts to mediate the dispute have been exhausted. Such mediation will, as a last resort in each case, include the appointment of an ad hoc mediation committee by the Senate on nomination by the Executive Committee. The decision of the standing Committee at the conclusion of a formal hearing will constitute a report to the Senate for such disposition or action as the Senate may see fit. (It is assumed that this procedure will also apply to less pressing cases of professional incompetence indicated in section V-2 of the Code.)

(2) Any member of the standing Committee~~who~~ feels himself personally or emotionally involved in a case will be permitted, on his request, to withdraw from it. A temporary replacement will be nominated to the Senate by the remaining members of the Committee.

(3) The accused will have the right to challenge, for cause, any member or members of the Committee. The Senate will, on advice of its Executive Committee, pass upon the validity of the challenge and will, where necessary, appoint temporary replacements who will be subject to challenge on the same basis.

2. Look into the possibility of preparing a Handbook, to accompany and supplement the Code, which will spell out in illustrative detail matters of professional ethics (including such matters as the amount and nature of outside employment) and courtesy (including personal criticism of colleagues before students or in public) to be stated in an advisory form. This would draw upon codes already adopted by certain national scholarly and professional bodies and be coordinated with other Senate Committees.

UNDERGRADUATE COLLEGE TUITION FOR
FACULTY CHILDREN

The committee recommends to the Senate a University policy of free undergraduate tuition at George Washington for children of full-time tenure members of the faculty and staff of instruction and for children of those members not having tenure who have completed at least four years' full-time service at the University. Such children must be full-time students. Some such plan was in operation here prior to c. 1930. The Committee on the Faculty Code recommended in 1957 that the policy of free tuition be reinstated. The AAUP chapter of this university unanimously voted such a recommendation in 1959, after a poll of the faculty revealed that not a single member, whether parent or not, opposed the proposal.

The committee has reviewed other tuition plans, and also recommends that the University administration work out potential costs of a plan for cash grants for undergraduate tuition of faculty children in other colleges of their choice. This plan is gaining favor among other colleges and universities; many had adopted it in 1959-60. Under this plan, George Washington would pay tuition in the other college of choice, or an amount equal to the tuition at George Washington, whichever is less.

The committee also recommends that rights under both plans be extended to children of professors emeriti or of deceased full-time members of the faculty.

The committee recommends to the Senate that it go on record as advising the adoption in the academic year 1961/62 of a plan of major medical insurance as soon as a desirable plan and costs can be worked out, and if possible by 1 September, 1961. The committee takes no credit for the beginning of work on this plan; though desired by many faculty members for some time, it is owing to President Carroll's initiative that the Treasurer's Office has begun the appropriate investigations of plans. The committee also expresses the opinion that, if found practicable costwise, the plan to be adopted include: \$100 deductible for those already covered; payment by the plan of 80% of major medical expenses beyond this deductible limit; and, a \$15,000 renewable maximum. Hopefully the university would pay the cost for all full time staff members and also for dependents of those earning less than \$5000 a year.

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35

THE GEORGE WASHINGTON UNIVERSITY
Interdepartmental Memoranda

23 March 1961

MEMORANDUM TO: The Executive Committee of the Senate

FROM: Senate Committee on Appointments, Salaries and Promotions

RE: Program of action for the latter committee

The members of this committee have considered what their proper foci of interests should be and have emerged with the following recommendations:

- 1) That matters concerning retirement (age, pay, TIAA payments and benefits) be referred to another specially constituted committee because of the complexity of the questions involved. Included with this would be consideration of the conditions under which over-age teachers from other institutions might be appointed to teach here.
- 2) That questions of funds for attendance at professional meetings be considered by the committee on Faculty Performance, even though in some ways this may be a fringe benefit.
- 3) That this committee concentrate its work on the following matters of first priority; a) reexamination of the criteria for appointment and promotion to each rank. This would probably involve revision of parts of the Academic Code, (b) reconsideration of salary scales for each rank including part-time, summer school and CGS scales, (c) examination of arrangements at this university or on a reciprocal basis elsewhere for tuition for faculty children of college age, (d) the question of major medical insurance.

That this committee also investigate the following matters of second priority: (a) implementation of the academic code provision for annual medical examination; (b) the question of faculty housing or home loan arrangements; (c) the question of whether tuition fees should be waived for faculty members who are also doctoral candidates at this university.

(sgd) R. H. Davison
Chairman

May 11, 1961

Dr. Fred S. Tupper, Chairman,
Executive Committee of the Senate.

Your Committee on Administrative Matters herewith tenders a report on its activities to date.

This committee considers that it is properly concerned with administrative matters as they relate to the faculty. We are thinking primarily of university administrative policies, their adequacy, completeness and communication. Directly concerned with these ideas is the matter of administrative procedures as they serve to implement these policies. In this field we expect to give due consideration to the work of Dean Doyle along these lines. We are also studying the report of the AANP Committee on Teaching and Research, which included consideration of such things as administrative assignments, secretarial assistance, and travel allowances for attending meetings of professional societies.

We recommend that Executive Officers (or their equivalents) be informed of the disposition of recommendations which they make for the appointment of assistants, teaching fellows, etc.

We recommend that the title of Executive Officer be changed to Chairman. This act would drop a title which means nothing in many universities and replace it with one which is generally applied to the person in that position.

The following subjects are being studied by this committee, which will make recommendations concerning them at later dates:

Secretarial help for professors.

Financial assistance for faculty members to attend the meetings of their professional societies.

Better communications between schools, departments, faculty and administration.

Utilization of faculty abilities by the administration. We are exploring the responsibility of faculty members to render professional advice on university administrative problems.

Relations of Deans and Executive Officers to the faculty, and the functions of Deans.

A number of other subjects were brought up for consideration by members of the committee or were referred to us by interested faculty members. Because they did not seem to fall within our jurisdiction they were passed on to what seemed to be the appropriate committees of the Senate for their consideration.

Paul W. Bowman, Chairman,
Committee on Administrative Matters

Subjects referred to other committees:

Committee on Library

Delay in obtaining books and making them available.
Need for additional funds for more books and periodicals.

Committee on Educational Policy

Class size and class scheduling.
Dropping of offered courses because of small enrollment.
Deadline for receiving applications for Master's work for a given semester, and time for consideration of them.
An extended reading period at the end of each semester.
Extension of the examination period that students would not have to take several examinations in one day.
More time to turn in grades.
Recording of letter grades with + or -, or use of numerical grades.
Offering of more "distinctive" specialized courses by local experts.

Committee on Physical Facilities

Maintenance and cleaning of classrooms, laboratories, offices, toilets, etc.
Provision of coat hangers in classrooms and laboratories.
Improvement in quality of food and service at the Faculty Club and Student Union.

Committee on University Objectives

Extent to which the various departments are

- a-meeting local and general needs in their fields by course offerings.
- b-planning to add courses in new fields and professors to teach them.
- c-offering distinctive courses by local specialists whose services are not available to colleges located elsewhere.
- d-using available public facilities.

Academic priorities to be applied to new departments, fields and courses, and to the establishment of new laboratories.
Increased contacts with high schools about the country and better publicity.
Bringing conferences and institutes to meet at the university.
Increased participation in activities and meetings of learned societies, particularly the annual meetings of large groups.
Entertaining and conducting visiting educators and scientists from other countries.